

KPLR, KTVI

EEO PUBLIC FILE REPORT

October 1, 2017 - September 30, 2018

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) KPLR, KTVI, St Louis, Missouri.

KPLR, KTVI, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact Human Resources at 314-213-7416.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test (if required). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-12, 14-16, 18-28	4
Producer (NE)	1-12, 14-16, 18-27	4
Photographer	1-12, 14-16, 18-27	4
Broadcast Engineer	1-12, 14-16, 18-28	9
Producer	1-12, 14-16, 18-27, 29	4
Traffic Coordinator	1-16, 18-27, 29	13
Traffic Coordinator	1-3, 5-9, 11-12, 14-27, 29	9
Producer	1-9, 11-12, 14-16, 18-27, 29	22
Producer (NE)	1-9, 11-12, 14-16, 18-27, 29	9

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Catholic Employment Network 7717 Highway N Dardenne Prarie, Missouri 63368 Phone : 636-561-4451 Url : www.catholicemploymentnetwork.org Email : jobleads@catholicemploymentnetwork.org Msgr Ted L Wojcicki	N	0
2	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
3	Emmyonline 1001 Highlands Plaza Dr W, Ste 320 St Louis, Missouri 63110 Phone : 314-647-3669 Url : http://www.emmyonline.org Email : maggie@emmymid-america.org Maggie Eubanks	N	0
4	Employee Referral	N	16
5	Fontbonne University 6800 Wydown Blvd St Louis, Missouri 63105 Phone : 314-889-4579 Email : masaro@fontbonne.edu Mary Asaro	N	0
6	Harris Stowe 3026 Laclede St Louis, Missouri 63103 Phone : 314-340-3366 Email : careerservices@hssu.edu Wanda McNeil	N	0
7	Haskell Indian Nations University 155 Indian Ave, #5021 Lawrence, Kansas 66046 Phone : 785-749-8448 Email : mgonzaless@HASKELL.edu Mona Gonzales	N	0

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8	IBEW Local 4 1610 S. Kingshighway St Louis, Missouri 63110 Phone : 314-664-0202 Email : broadcast@ibewlocal4.com Elaine Hoernis	N	0
9	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting Manual Posting	N	14
10	ITT Technical Institute 3640 Corporate Trail Drive Earth City, Missouri 63045 Phone : 314-298-7800 Email : aelston@itt-tech.edu April Elston	Y	0
11	KTVI / KPLR - websites 2250 Ball Drive St Louis, Missouri 63146 Phone : 314-213-7419 Url : http://www.fox2now.com Email : jmillitzer@tribunemedia.com Joe Millitzer	N	2
12	Lindenwood College 209 S.Kingshighway St Charles, Missouri 63301 Phone : 636-529-9375 Email : careerdevelopment@lindenwood.edu Dana Wehrli	N	0
13	Linked In	N	1
14	Missouri Career Source 3675 West Outer Road Suite 102 Arnold, Missouri 630010-5231 Phone : 636-287-8909 Url : www.jobs.mo.gov Email : cheryl.mccrady@ded.mo.gov Fax : 1-636-287-8932 Cheryl McCrady	N	1

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15	Murray State University 801 Fine Arts Murray, Kentucky 42071 Phone : 270-809-5363 Email : chaynes@murraystate.edu Christopher Haynes	N	0
16	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
17	Non-Employee Referral	N	1
18	Productive Futures 5225 Delmar Blvd St Louis, Missouri 63108 Phone : 314-367-2522 Email : roberson_angela@yahoo.com Angela Roberson	N	0
19	Southern Illinois University POBox 1620 Edwardsville, Illinois 62026 Phone : 618-650-3708 Email : careerdevelopment@siue.edu T Dugan	N	0
20	St Louis Community College 11333 Big Bend Blvd Kirkwood, Missouri 63122 Phone : 314-984-7611 Email : sreinhart11@stlcc.edu Rita Reinhardt	N	0
21	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	4

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22	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	1
23	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holoway	N	0
24	United Minority Media Assn 5511 Woodland Ave, Suite 1 Kansas City, Missouri 64110 Phone : 816-822-1313 Email : ummaseventyfour@yahoo.com MC Richardson	N	0
25	University of Missouri - KC 4825 Trost, Room 205 Kansas City, Missouri 64110 Phone : 816-235-1636 Email : careerservices@umkc.edu Roz Powell	N	0
26	University of Missouri School of Journalism 76 Gannett, attn career center Columbia, Missouri 65211 Phone : 573-882-0373 Url : http://www.career.missouri.edu/contacts/ Email : career@missouri.edu Dean Brian Brooks	N	0
27	Urban League of Metro St Louis 8960 Jennings Station Road St Louis, Missouri 63136 Phone : 314-506-5306 Url : www.ulstl.com Email : hwhiting@urbanleague-stl.org Fax : 1-314-388-9845 Ms. Hollis R. Whiting	N	0
28	Walk In/Self-Referral	N	3

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29	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			43

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/8/2018	Establishment of training programs for station personnel	Advanced training on the software program Final Cut Pro X. Knowledge of this software is required and used to perform many of the produce cutting edge news, image, contest and special event promotions for multiple platforms including on-air, social and mobile.	4	Promotions Manager Producer/Writer Producer/Writer Producer/Writer
2	5/21/2018	Establishment of an intern program designed to assist members of the community	Established an Summer Intern program to assist 4 members of the community and provide experience to young adults in the senior year of a broadcast media/journalism degree.	4	Digital News Intern Digital News Intern News Intern Creative Services Intern
3	8/1/2018	Participation in Job Fairs	NABJ career fair held in Detroit, MI. HR team interviewed, held workshops and went over reels, and promoted jobs in the broadcast-media industry.	2	HR Director HR Manager
4	8/9/2018	Participation in Job Fairs	NAHJ career fair held in Miami, FL. Station personnel and HR team collaborated to interview, hold workshops and go over reels, and promote jobs in the broadcast-media industry.	2	HR Manager VP/News
5	9/14/2018	Sponsorship of events in the community designed to increase public awareness	KTVI/KPLR and the St. Louis Cardinal's co-sponsor a Career day with 3,000+ high school junior and senior level students across St Louis who are interested in pursuing a career sports or media. It allows them to speak with station personalities and executive producers.	3	Reporter/Anchor Community Affairs Director Executive Producer